

June 16, 2019

Joe,

It's my understanding that interviews were conducted last week for positions under your tutelage. Although I have not been asked to participate in the interview process let me share with you my experience and observations in regards to District 3 personnel and remind you of some of the concerns that you've expressed in this area over the past year.

On numerous occasions you have mentioned to me that the District 3 office is currently filled with "people who don't do shit". On every occasion when you've mentioned that to me my response has been "What is it that you want done that isn't being addressed?".

You have never provided me specific instances as to what was not being accomplished but you were quick to criticize the individuals that comprise the office staff on a personal level.

Let me remind you of two things regarding our current District 3 office personnel.

First, no one that was hired had any experience working in an elected official's office. Through their experience during the past year, the office staff are finding out that normal guidelines employed in a typical business office do not necessarily apply in the District 3 office. They are realizing the need to keep up with current events in order to be aware of individuals or organizations not welcome in the District 3 office.

You have personally taken issue with me for exchanging pleasantries and meeting with a City department director in the District 3 office (January 8, 2019). If you recall, I responded to your outburst of profanities with a request that you provide me with a list of City employees not welcome in the District 3 office. This would enable me to share it with current staff and not have to rely on my memory to recall the numerous individuals and/or organizations not welcome in the office. Although you have yet to provide me with that list let me suggest that you furnish it to any new employees that you bring on board so they'll be well oriented with your preferences.

Second, you hired all the current District 3 personnel. I don't know what process was used to ascertain the skill sets, personal traits or other criteria you felt was

needed to for them function effectively in these positions but you're the one that hired them. I suggest that you give that some thought and hopefully this will give pause to your personal criticisms of them.

In regards to vacation usage, I presented you with a vacation schedule/matrix on February 28, 2019, which outlined all staff vacations from March through July. Although there were no overlapping vacation days, you indicated at that time that vacations could only be taken during the month of August.

When I mentioned that Spring Break was coming up and traditionally people used vacation during this period, your response was "Nobody here has kids". Aside from that statement being factually incorrect the granting of earned vacation time shouldn't be contingent on whether you have children. In any case, if you choose to enforce this unreasonable policy please ensure that it's relayed to all applicants as a condition of employment.

I offer this document as a reminder of just a few of the personnel issues that have occurred in the past year. I hope you see value in it and that it will serve as a template for you to use when making personnel decisions going forward.

Please let me know if an electronic copy of this document will be more convenient for your use.

Thanks

Richie